Department of Justice and Public Safety

Annual Report

2014-15

Newfoundland Labrador

Annual Report 2014-15

Justice and Public Safety

Message from the Minister and Attorney General

In accordance with the Provincial Government's commitment to accountability, we hereby submit the Department of Justice and Public Safety Annual Report 2014-15. In this reporting period, the responsibilities of Minister of Justice and Public Safety and Attorney General were divided and assigned to two separate Ministers. Given this, we share joint responsibility for the preparation of this report, which was completed under our direction. Our signatures below indicate our accountability for the results reported.

The annual report outlines progress towards the achievement of the department's Strategic Issues and highlights other key facts and successes. In 2014-15, in addition to regular operations, the department focused on:

- Community safety, including police resources, partnerships and integrated policing approaches;
- Enhancements to the Office of the High Sheriff, including staff recruitment, communications, equipment and infrastructure;
- Gender equity, including gender inclusive approaches, focusing on respectful workplace, and targeted female recruitment; and
- Strengthened workforce, including career information, promotional materials and physical fitness preparation sessions.

Other key achievements and facts of interest during the fiscal year can be found in the Highlights and Accomplishments section of this report.

In addition to the Strategic Issues identified in the 2014-17 Strategic Plan of the Department of Justice and Public Safety, other key work during the next fiscal year will include the implementation of a Domestic Violence Court, as well as efforts to work with Aboriginal communities to address the serious issue of violence against Aboriginal women and girls. The department will continually strive to prevent crime and enhance community safety.

Sincerely,

Darin T. King, Ph.D.
Minister of Justice and Public Safety

Felix Collins
Attorney General

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Departmental Overview

Vision

A justice and public safety environment that is accessible and understood and which plays a key role in creating a fair, equitable and safe society where all people can pursue their lawful rights and freedoms.

Mandate

The mandate of the Department of Justice and Public Safety derives primarily from the *Executive Council Act*. This mandate reflects the dual responsibilities of the Minister of Justice and Public Safety and the Attorney General for Newfoundland and Labrador. While several other Canadian jurisdictions have separate ministries for Justice and Public Safety and the Attorney General, the structure is consolidated in Newfoundland and Labrador. The Department of Justice and Public Safety's responsibilities involve administering the province's legal system. The principal components include family justice services, support enforcement, policing, sheriff's office, adult secure custody, adult probation services, secure youth custody, victim services, fish and wildlife enforcement, and administration of the courts.

Reflecting the role and authority of the Attorney General, the Department of Justice and Public Safety also provides legal services to the Crown including legal advice to departments, litigation, prosecution and legislative drafting services. While the *Executive Council Act* is the primary legislative authority for the Department of Justice and Public Safety mandate, the policies, services and programs are also governed by 100 pieces of legislation, which the Department of Justice and Public Safety is responsible for administering.

Employees

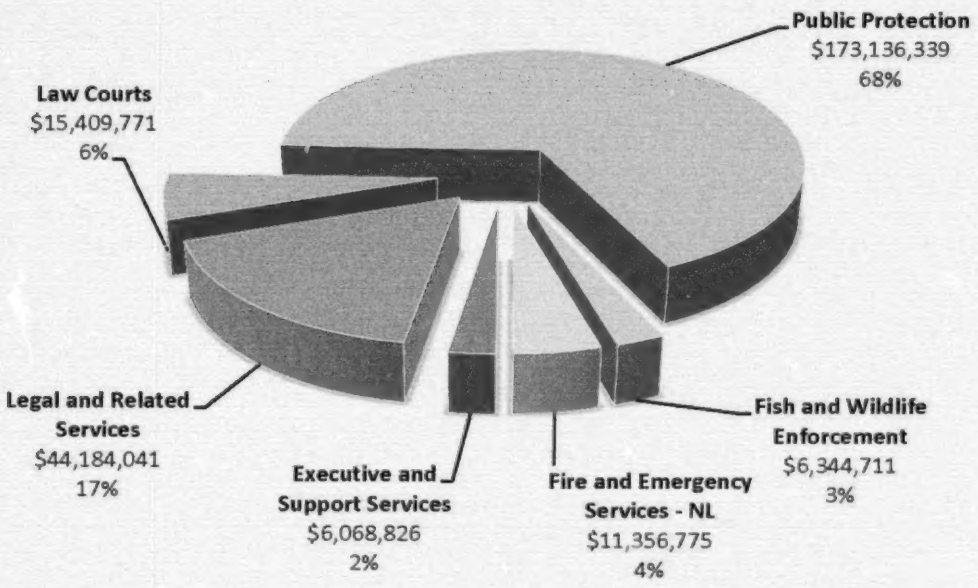
In 2014-15, the department employed 1,535 individuals, including the Royal Newfoundland Constabulary (RNC). The overall gender breakdown for staffing in the department is approximately 48 per cent female (735) and 52 per cent male (800). Additionally, pursuant to the Provincial Policing Services Agreement and the Community Tripartite Agreements, in 2014-15 the Royal Canadian Mounted Police (RCMP) employed approximately 422 officers and 108 civilian members and support staff to provide frontline policing services in approximately 50 locations throughout the province. The Department of Justice and Public Safety officials and employees are also situated throughout the province.

The Department of Justice and Public Safety employs lawyers, police officers, social workers, psychologists, counsellors, correctional officers, youth care counsellors, deputy sheriffs, fish and wildlife enforcement officers, information management specialists, administrators, financial managers, nurses, educators and administrative support staff. Efforts continue towards employment equity within sectors of justice and public safety that have historically been comprised of disproportionate numbers of males to females.

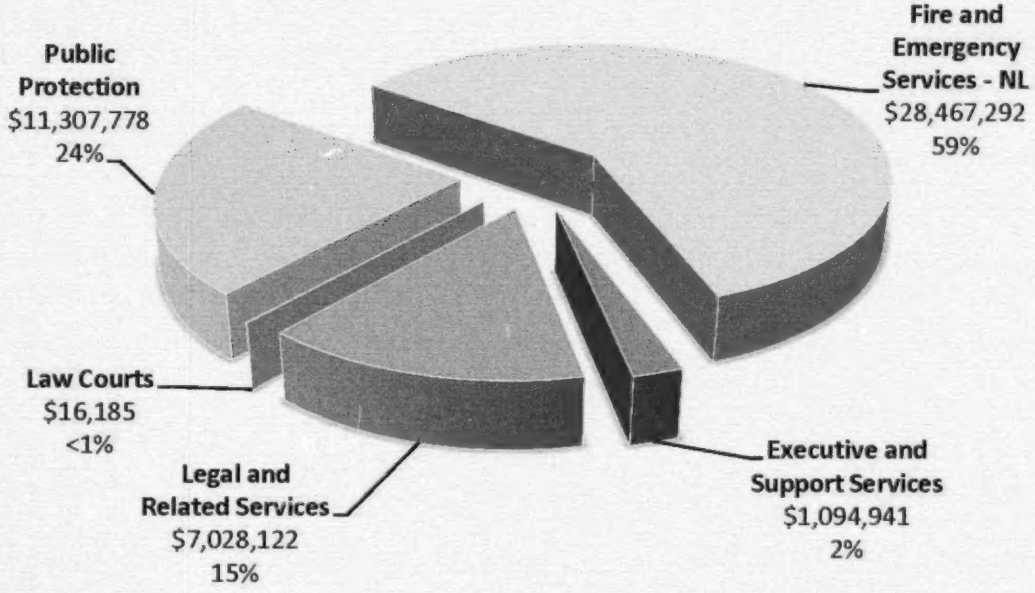
Financial Breakdown

According to the Report on Program Expenditures and Revenues of the Consolidated Revenue Fund, the actual expenditures for 2014-15 were $208,586,145. The details can be found in *Appendix A*.

Department of Justice and Public Safety Actual Expenditures at a Glance
Year Ended 31 March 2015



Department of Justice and Public Safety Actual Revenues at a Glance
Year Ended 31 March 2015



Lines of Business

Civil Division is responsible for providing legal services to Provincial Government departments and agencies. These services include providing legal opinions, drafting commercial and financial documents, and representing the Provincial Government and its agencies in negotiations and civil actions before administrative tribunals, all levels of court and judicial inquiries.

Corrections and Community Services has responsibility for offenders, as well as for victims of crime. It is responsible for the safe and secure custody of young and adult offenders, for providing adult community corrections in the form of probation services, and for providing services to victims of crime.

Court Services is responsible for providing infrastructure and administrative support to the Supreme Court of Newfoundland and Labrador and the Provincial Court of Newfoundland and Labrador.

Family Justice Services is responsible for promoting dispute resolution outside the Court process in helping families resolve separation and divorce issues. The program assists parties in resolving custody, access and child support issues and offers parent information sessions, mediation, counselling, as well as recalculation of child support.

Office of the Legislative Counsel provides legislative drafting services to government. Additionally, in conjunction with the Office of the Queen's Printer and the House of Assembly, it ensures the publication and dissemination of provincial legislation.

Policing Services are delivered through the province's two policing agencies: the RNC and the RCMP. Through a broad range of policing services, both police forces are responsible for fostering and maintaining peaceful and safe communities.

Additional **Enforcement Services** include: the Office of the High Sheriff, which provides administrative, jury and security services to the Supreme and Provincial Courts; the Support Enforcement Program, which collects and distributes court-ordered funds for support; and the Fish and Wildlife Enforcement Division, which focuses on protecting the province's valuable fish and wildlife resources.

Public Prosecutions is responsible for prosecuting all offences pursuant to the *Criminal Code* of Canada and provincial statutes. Prosecutors appear in every level of court in the province and in the Supreme Court of Canada. Public Prosecutions also provides legal opinions and advice on criminal and criminal-related matters to policing agencies and other government departments that enforce provincial statutes.

Shared Commitments

The Department of Justice and Public Safety recognizes the importance of collaborative relationships in fulfilling its mandate. This section highlights some of the key collaborative relationships that contributed to departmental achievements during the fiscal year, and is not intended to be an exhaustive list.

Law Enforcement

Law enforcement agencies share many common goals and recognize that there are opportunities to collaborate and coordinate in the interests of public safety. It is with this objective in mind that the Provincial Law Enforcement Committee has been established with representation from the heads of the RNC, RCMP, Fish and Wildlife Enforcement Division, Office of the High Sheriff and Adult Corrections. This committee provides enhanced opportunities for collaboration, information and resource sharing, and joint planning. The committee meets semi-annually and is co-chaired by the Assistant Deputy Minister for Public Safety and Enforcement.

Joint Police Initiatives

Joint Forces Operations continue between the RNC and RCMP through initiatives such as the National Sex Offender Registry, Drug Enforcement Unit, and Intelligence Units such as Criminal Intelligence Service Newfoundland and Labrador. The Combined Forces Special Enforcement Unit-Newfoundland and Labrador is comprised of RNC and RCMP members to combat child exploitation, illegal drugs and organized crime. Additionally, the RCMP and RNC are also working in cooperation with the Seniors Resource Centre of Newfoundland and Labrador to address the growing issue of elder abuse. Both police forces collaborate on investigations throughout the province.

Royal Newfoundland Constabulary

The RNC's collaborative successes are demonstrated by continued partnerships with the community. For example:

- MADD, with the assistance of private sector support, donated a side-by-side All Terrain Vehicle to the Labrador West Detachment.
- The Insurance industry donated two portable Radar/Message Board trailers that provide the RNC with flexibility to work with municipalities in identifying and addressing speeding concerns.
- The RNCA and the legal community partnered to donate a Distracted Driving Simulator primarily targeting new and inexperienced drivers in high schools.

In January 2014, the Intelligence and Organized Crime Section of the RNC identified a need to facilitate communication between police and community groups and agencies, particularly those providing services to sex trade workers. As a result, the Community Partners Working Group was formed. The goals of the working group are to:

- Establish open lines of communication with community partners and agencies;
- Gain a better understanding of the concerns and challenges of clients; and
- Provide information, guidance and a point of contact for community partners.

The committee meets three times annually and includes partners/agencies working with youth, victims of violence and sex trade workers. Partners include:

- RNC
- RCMP
- Safe Harbour Outreach Project (SHOP)
- Stella Burry Corporation – Naomi Centre and Stella's Circle
- Thrive – Street Reach
- Coalition Against the Sexual Exploitation of Youth (CASEY)
- NL Sexual Assault Crisis and Prevention Centre (NLSACPC)

The RNC and Sûreté du Québec have finalized a Memorandum of Agreement which facilitates the sharing of services between the two provincial police services. Working in isolated areas in western Labrador and eastern Quebec, both services can now more formally assist each other in a number of areas of police work. Officers from both services have been sworn in as special constables in the other province.

The RNC has built on past relationships and also developed new relationships with community groups in 2014-15. These include: Provincial Advisory Council on the Status of Women, Autism Society NL, Coalition of Persons with Disabilities, the lesbian, gay, bisexual, transgender and queer (LGBTQ) Community, Safe Harbour Outreach Project, Thrive Community Youth Network, Sexual Assault Centre, Native Friendship Centre, Stella's Circle, Naomi Centre, Marguerite's Place, Hindu Temple (St. John's) Association, Newfoundland Sikh Society, NL Search and Rescue Association, and Civil Air Search and Rescue Association.

Royal Canadian Mounted Police

Partnerships are very important in the successes of any policing service. The RCMP "B" Division has many significant partnerships which are longstanding and have demonstrated success over time.

Efforts are now being expanded into the many new cultural communities that are developing in our province. The RCMP in Newfoundland and Labrador has historically been very active within, and working with, Aboriginal communities. For example:

- The Commanding Officer's Aboriginal Advisory Committee met in Happy Valley-Goose Bay in October 2014, and brought together representatives from the Nunatsiavut Government, Innu Nation in Sheshatshiu and Natuashish, Miawpukek, Qalipu First Nation and Nunatukavut.
- Community and Aboriginal Policing Services (CAPS) North led Toys for the North Christmas project. This initiative involved partnerships with RCMP Air Services, and a number of local and provincial businesses.

Adult Custody

In 2014-15, Adult Corrections partnered with many agencies and programs to enhance services to inmates and clients of correctional services provincially. The diversity is highlighted below:

- The College of the North Atlantic was a valuable partner in supporting the delivery of two Correctional Officer Training courses; one was held in St. John's and, for the first time, the course was delivered in Happy Valley-Goose Bay.
- Adult Custody has a wide volunteer base that includes library, pastoral care, arts/crafts, and recreational services. The contributions of volunteers are greatly appreciated by the inmates and staff.
- The Mary May Healing Centre offers one-on-one counselling to inmates at the Labrador Correctional Centre, while the Brentwood Treatment Centre assists these inmates with addictions matters.
- Pre-release groups are offered at the Labrador Correctional Centre in conjunction with the Labrador Aboriginal Training Partnership, Department of Advanced Education and Skills, College of the North Atlantic, Sheshatshiu Innu First Nation (SIFN), the Nunatsiavut Government and other regional organizations.
- Newfoundland and Labrador Correctional Centre for Women (NLCCW) continues to partner with Stella's Circle to provide both group and individual program services.
- Adult Custody continues to partner with Correctional Service of Canada (CSC) through an Exchange of Services Agreement for the delivery of inmate programs and related training.
- Adult Custody continues to partner with the John Howard Society (JHS), Stella's Circle, Turnings, and the Canadian Mental Health Association to facilitate inmate programming and community reintegration.

Newfoundland and Labrador Youth Centre

Partnerships were enhanced this past year with secure custody and Eastern Health through joint training initiatives in Dialectical Behaviour Therapy (DBT) and in sharing of resources. DBT is a therapy designed to help people change unhealthy patterns of behavior, such as self-harm, suicidal thinking, and substance abuse.

Enhanced partnerships with the St. John's Native Friendship Centre occurred this year to provide bi-weekly program visits to the Newfoundland and Labrador Youth Centre. Various craft, recreational, and cultural activities take place during these visits with all residents at the facility.

The Youth Centre partnered with the Alberta Construction Safety Association (ACSA) to provide residents with an opportunity to complete workplace safety courses online. ACSA has given the facility 100 free workplace safety programs which residents can complete and become accredited.

Adult Probation

A Female Offender Committee for Central Labrador has been established through Adult Probation in Happy Valley–Goose Bay. It provides regular opportunities for representatives from government, Aboriginal groups, and the stakeholder communities to share information and best practices, enhance collaboration and problem-solve. Participants include provincial Adult Corrections personnel, Mokami Status of Women Council, Libra House, Correctional Service of Canada, Labrador Friendship Centre, Nunatsiavut Government, and Sheshatshiu Innu First Nation.

Victim Services

Victim Services is involved in many collaborative efforts aimed at enhancing responses to victims of crime. Some of these include participation in the:

- High Risk Offender Notification Committee;
- Provincial Court Stakeholders Committee;
- Federal-Provincial-Territorial committees on victims of crime, including the Canadian Victim Bill of Rights, and a committee looking at the intersection between family and criminal law responses to family violence; and
- Steering Committee for the Newfoundland and Labrador Sexual Assault Crisis and Prevention Centre's project to coordinate services and prevention initiatives in the Avalon Region.

Fish and Wildlife Enforcement Division

In its efforts to enforce the laws related to protecting the valuable fish and wildlife resources in the province, the Fish and Wildlife Enforcement Division has some distinctive partnerships which are not readily seen in other parts of the justice system. Some of these involve the Salmonid Association of Eastern Newfoundland, Witless Bay Conservation Group, Freshwater and Alexander Bay Ecosystem Corporation, Indian Bay Ecosystem Corporation, Nunatsiavut Conservation Officers, Department of Fisheries and Oceans, SeaWatch Guardian Program, and Quebec's Minstere des Resources Naturelles de la Faune. Other more traditional partnerships are maintained with the RNC and RCMP, Canadian Forces and Criminal Intelligence Service NL.

In addition to the partnerships listed above, the Department of Justice and Public Safety continues to be an active participant on many provincial horizontal initiatives (e.g., Violence Prevention Initiative, Poverty Reduction Strategy, Strategy for the Inclusion of Persons with Disabilities), as well as on Federal/Provincial/Territorial committees and working groups.

Royal Newfoundland Constabulary

The RNC is responsible for fostering and maintaining peaceful and safe communities through a full range of policing responses. While the RNC has the authority to act anywhere in the province, its service delivery covers 11 municipalities within the Northeast Avalon Region, the City of Corner Brook and the Labrador West Region.

Highlights for the RNC in 2014-15 are as follows:

- The RNC and Memorial University were presented with the national Canadian Association of Chiefs of Police/Motorola Award for Excellence in Emergency Preparedness.
- 2014-15 was the first full year for the RNC on Twitter, with 23,000 followers and 6,200 posts. The RNC's Twitter account impressions (# of times an item was viewed) was approximately 1.23 million.
- The RNC's efforts on FaceBook, Twitter and Instagram resulted in messaging reaching thousands of Newfoundlanders and Labradorians. The more noteworthy social media initiatives undertaken in 2014-15 included:
  - "Chief Chat" – provided the public with an opportunity to ask questions of Chief Bill Janes, and an opportunity for him to speak candidly with the public;
  - "Tweet Along" – provided the public with a first-hand account of frontline police work;
  - "Trick or Treat Ride Along" - a partnership with local media promoting safe driving on Halloween;
  - "Bell Let's Talk Day" – a major national campaign where the RNC were extremely active in sharing information/images and encouraging people to talk about mental health; and
  - Motorist advisories - provided in real-time to inform citizens of road conditions, inclement weather, etc.

Calls for Service

The following table shows the number of calls to the RNC by jurisdiction for the last five years.

Calls for Service by Region 2010-14					
Jurisdiction	Year				
	2010	2011	2012	2013	2014
Northeast Avalon	62,458	63,407	63,617	63,675	65,647
Corner Brook	9,881	9,250	9,537	9,942	9,570
Labrador West Region	3,204	3,282	3,326	3,419	2,971
Outside Jurisdiction	249	228	232	240	264
Total	**77,802**	**78,178**	**78,724**	**79,289**	**80,466**

Highway Safety

- The RNC has undertaken traffic enforcement programs to address intersection safety, impaired driving (both by alcohol and drugs), aggressive driving, seatbelt usage, distracted driving/mobile phone usage, speeding/disobeying traffic control devices, illegal parking (fire lanes, impaired mobility parking and municipal snow clearing) and ATV use and safety. The RNC's goal is to change driver behavior.
- Increased presence and enforcement in school zones and on the Trans Labrador Highway contributed to decreases in reportable collisions.

Working with Community and Stakeholder Groups

- The RNC partnered with the City of St. John's in its Winter Safety Campaign to encourage residents to adjust their winter driving behaviours.
- The RNC has a representative on the Mayor's Advisory Committee on Crime Prevention - St. John's to provide information and advice to the St. John's Municipal Council on crime prevention issues that affect the City.
- During 2014-15, the RNC delivered education programs to children throughout St. John's, Corner Brook and Labrador West Region including:
  - Drug Abuse Resistance Education (DARE) - for Grade 6 students. During 2014-15, 2,429 students attended the sessions.
  - Cyber Safety Information (CSI) - To reduce the risk to children associated with Internet access and usage, the RNC developed a new program called CSI for schools. The presentations focus on staying secure, smart, and safe while using the Internet and other forms of technology. Throughout the 2014-15 school year, a total of 2,256 Grade 6 students attended the sessions throughout the Northeast Avalon, Corner Brook and Labrador West Region.
  - Students Taking Responsibility in Violence Education (STRIVE) – is based on the philosophy that all students attending schools in Newfoundland and Labrador have the right to attend classes, participate in school activities, and enjoy free time without fear of being the victim of youth violence, intimidated, verbally or physically abused, sexually harassed, or made to feel excluded or like a victim. The STRIVE program provides information on youth violence to youth attending grades 7 to 9. The main themes of the program are respect, responsibility, empowerment and action. In 2014-15, 2,201 Grade 8 students attended STRIVE sessions.
  - Distracted Driving presentations - 1,670 high school students attended distracted driving simulation and educational sessions targeted toward new drivers.

Intelligence-Led Policing

- The enforcement of judicial release conditions was undertaken by the RNC's Compliance and Enforcement of Orders (CEO) Unit. Their mandate is to ensure that the most prolific criminal offenders who are released on court ordered conditions are abiding by their undertakings and probation orders. During a five month period in 2014-15, this unit conducted 759 curfew checks, executed 118 arrest warrants, laid 74 charges for breaching court orders, laid 54 charges for failing to attend court as required, arrested 106 people, and laid numerous other charges related to weapon possessions, driving prohibitions, mischief and theft.
- Both police forces have fostered valuable partnerships with the public and private sectors to enhance intelligence and security.

Response to Persons with Mental Health Issues

- The mental health Mobile Crisis Response Team (MCRT) and the RNC are working together in an effort to provide an effective, efficient and appropriate response to persons in mental health crisis. Key features of enhanced mental health responses include staff and officer training and community collaboration. The MCRT increased its hours of availability from four days per week to seven, and from eight hours per day to 12.
- The RNC has endorsed the efforts of Waypoints and the Bridges Program in building capacity in the community to support youth with mental health issues.
- Through Bell Pioneers, training is provided on "Mental Health First Aid for Youth" for all front line officers, first responders as well as community groups in the province.

Gender Equity and Diversity

- In September and October 2014, female only recruitment sessions were held in St. John's, Corner Brook, Grand Falls-Windsor, Gander, Clarenville and Labrador West.
- Preparation sessions for the Physical Abilities Requirement Evaluation (PARE) were held in St. John's, Corner Brook, Gander and Clarenville. In total, 35 females attended these sessions.
- The RNC also sent information packages or held recruitment sessions for the Aboriginal and multi-cultural communities, including an information session at Holy Heart High School for approximately 30 multi-cultural students.

LGBTQ Committee

- In 2014-15, the RNC established a LGBTQ committee comprised of a cross-section of members from the RNC. Some of the initiatives undertaken by the committee included: identification of a RNC liaison officer for the LGBTQ community, meetings with PRIDE organizers, participation in PRIDE week activities, hosting a Coffee with Cops session to provide recruiting information to the LGBTQ community, creating a video entitled "If You Can Serve, You Can Serve" promoting diversity within the RNC and developing in-service training for all RNC members.

Respectful Workplace Program (RWP)

- RNC policy makes it mandatory for all employees to participate in the RWP. In 2014-15, the RNC's RWP committee delivered frontline training to 60 individuals. As well, the committee formally recognized International Women's Day, Multi-Cultural Week and Pride Week.

Intimate Partner Violence Initiative

The prevention of family violence and intimate partner violence continues to be a priority for the Government of Newfoundland and Labrador as well as for the RNC and RCMP. New resources are part of a joint, province-wide law enforcement effort between the RNC and RCMP to build on existing work, improve policies, raise awareness and enhance responsiveness to intimate partner violence. Both police services are working collaboratively to identify trends within the province associated with intimate partner violence with a view to enabling police to be more proactive and responsive, and to prevent and reduce domestic violence. One of the goals of the initiative is to encourage individuals who do not currently report such crimes to do so.

- In 2014-15, the RNC and RCMP facilitated three one day Domestic Violence/Intimate Partner Violence workshops (St. John's – two, Corner Brook – one) for 49 front-line police officers. These workshops were delivered by the Muriel McQueen Fergusson Centre for Family Violence Research with the University of New Brunswick.
- The *Victims Bill of Rights Act*, Bill C-32, will come into force July 23, 2015. Both the RNC and RCMP worked with key stakeholders in reviewing the bill and its implications for the Province of Newfoundland and Labrador.
- In 2014-15, presentations were given to the Criminal Justice Committee and to Social Workers from the Department of Child Youth and Family Services. Discussions were held on the magnitude of intimate partner violence, and how intimate partner violence can escalate to homicide. Various initiatives being developed. Some initiatives under development were also discussed, including a cell phone loaner program and a pet fostering program.
- Both police forces have implemented risk assessment tools to assist responding officers in making appropriate decisions during intimate partner violence related calls.

Royal Canadian Mounted Police

Policing Priorities

The RCMP in Newfoundland and Labrador is known as "B" Division. It has established five National Strategic Priorities that guide the overall direction of the organization. These five priorities are:

- Serious and Organized Crime;
- National Security;
- Youth;
- Aboriginal Communities; and
- Economic Integrity.

In addition to these national priorities, RCMP "B" Division is also guided by three provincial policing priorities as follows:

- Violence Prevention;
- Youth Crime Prevention; and
- Traffic Safety.

Commanding Officer's Aboriginal Advisory Committee

- This committee met in Happy Valley-Goose Bay in October 2014 and brings representatives from all five provincial Aboriginal groups together annually for a day to discuss issues with the RCMP and its roles and responsibilities in Aboriginal communities. The committee provides an opportunity for direct communications with the RCMP's Commanding Officer and an opportunity to share ideas around current and expanded practices. This committee is a valuable component of the RCMP's planning process.

Aboriginal Pre-Cadet Training Program

- This program provides Aboriginal youth with 12 weeks of summer employment, including two weeks of training in Regina, Saskatchewan. Upon their return to a detachment near their home, students work under the direct supervision and guidance of a regular member of the RCMP for the remainder of their employment.

Qalipu Summer Student Program

- RCMP Community and Aboriginal Policing Services (CAPS) "B" Division have shared a strong partnership with the Qalipu First Nation since 1999 and annually train nine registered Qalipu First Nation members who are post-secondary students age 19 or older. Training is followed by summer employment. By integrating Aboriginal youth within the RCMP, the program has opened the doors to better communication and a deeper understanding of each other. To promote the program, the Qalipu in collaboration with the RCMP "B" Division Recruiting has produced a video which shares the success stories of this program and creates a strong sense of pride among students and members. In 2014-15, eight Qualipu Summer Students were hired: two in Corner Brook; two in Stephenville; two in Grand Falls-Windsor; and two in Bay Roberts.

Commanding Officer's Seniors Advisory Committee

- The committee provides the Commanding Officer of the RCMP "B" Division with strategic advice and perspective on client needs on seniors' policing matters. The committee meets annually and is comprised of delegates representing seniors' groups from all parts of the province. The most recent meeting of the committee was held on November 13, 2014.

Employment Equity/Leadership

RCMP "B" Division has established an Employee Equity/Leadership Committee. One of its goals is to develop a mentorship program for Employment Equity groups (women, Aboriginals, disabled and visible minorities) for all new supervisors. During 2014-15, this committee was very active in the promotion of employment equity and has afforded many opportunities to employees on awareness and development.

The Commanding Officer is a champion of Employment Equity and Multiculturalism within this province, and works in concert with the Employment Equity and Leadership Committee to develop a diversity strategy.

Supervisors' and Managers' Development Program Courses are offered to the division and continue to teach equality and fairness in the workplace. Some examples of initiatives relating to diversity, inclusion and employment equity are:

- Stephenville Detachment: Employee potluck sharing meals from different ethnic origins;
- Happy Valley-Goose Bay Detachment: "Walk a Mile in their Shoes" – Staff were invited to experience the challenges that persons with disabilities can face when working in an office environment with a hearing, mobility, speech or visual impairment;
- In October 2014, in recognition of 40th Anniversary of the First Female RCMP Troop, the Commanding Officer participated in a "women only" Recruiting Information Session. Also participating were female officers representing General Duty, Forensic Identification Services, Recruiting, and Federal Policing;
- In recognition of National Aboriginal Day, the RCMP Aboriginal Policing Ensign flag was flown at "B" Division Headquarters. A representative of the Native Friendship Centre attended "B" Division Headquarters and presented on Aboriginal culture. Bannock and tea was served.;
- In celebration of National Aboriginal Awareness Week and the culture and contribution of the Aboriginal employees in Labrador District, a traditional Labrador tent was set up outside of the Happy Valley-Goose Bay Detachment. Traditional refreshments were served and two elders participated in a story telling session; and
- The RCMP, in its proactive efforts to accurately reflect the people it serves, is actively focusing on the recruitment of female and Aboriginal applicants for employment in the force. The RCMP is striving to increase the numbers of those generally underrepresented within the ranks of the RCMP.

2014-15 Key Facts

303,805: Square kilometres (82 per cent of the geographic landmass of the Province) policed by RCMP

17,542: Kilometres of shoreline policed by the RCMP

677: Newfoundland and Labrador communities served by the RCMP Provincial Contracts

290,155: Newfoundlanders and Labradorians living in RCMP jurisdictions (56.4 per cent of total population)

514,535: Newfoundlanders and Labradorians served by RCMP Federal Units

44: Detachments in Newfoundland and Labrador

21,244: RCMP Criminal Code files

176,218: Calls for service received by RCMP Operational Communications Centre

483: Average calls processed by RCMP Operational Communications Centre per day

6,188: RCMP referrals to Victim Services

10: Newfoundland and Labrador cadets who attended RCMP Depot Training academy in Regina

Combined Forces Special Enforcement Unit - NL (CFSEU–NL)

The CFSEU–NL is an integrated investigative unit consisting of members from both the RCMP and the RNC in Newfoundland and Labrador. Investigations, arrests and charges occurred in the province and also involved other countries. These investigations included child pornography, luring, voyeurism, and trafficking.

In March 2015, a major drug seizure followed an extensive investigation by CFSEU-NL into an illegal organized drug group. This investigation (Operation Turbulence) focused on illegal drug activity in Labrador West, the Northeast Avalon and Quebec. Eight individuals were arrested and a large quantity of drugs were taken off the streets. Six of these arrests were in the Labrador West area, significantly impacting the illegal drug trade within that region.

Office of the High Sheriff

The Office of the High Sheriff provides the following services to the Courts: Court Security; Judgment Enforcement; Service of Documents; and Jury Administration.

Court Security Branch

Fiscal 2014-15 was a very busy year for the Office of the High Sheriff, as it was the first year of a three year plan to implement the recommendations contained in the external review of the Sheriff's Office. Increased funding supported the implementation of the recommendations.

The Court Security Branch received enhancements in its staffing model. After an eight week training course, 11 new recruits graduated on January 9, 2015. A new position of Manager of Court Security (Central Region) located at Gander was successfully filled in the Fall of 2014.

In addition to the staffing increases, there were security infrastructure and equipment upgrade improvements. Of most significance was the introduction of Point of Entry Screening processes at the Family Division in St. John's and the Danny Williams Building in Corner Brook. Other court facilities throughout the province received new or enhanced interior/exterior security measures. These court security enhancements will continue into 2015-16.

Court security key statistics for the Fiscal Year 2014-15:

Court Security Statistics

April 1, 2014 to March 31, 2015

Location	Offender Escorts	Sheriff Arrests[1]	Police Arrests[2]	Releases	Transports
St. John's Provincial Court	6,734	341	1,548	1,392	5,191
St. John's Supreme Court (Trial)	423	0	N/A	5	
St. John's Supreme Court (Appeals)	11	0	N/A	1	
St. John's Supreme Court (Family)	8	5	N/A	N/A	
Harbour Grace Provincial Court	167	9	81	69	N/A
Clarenville Provincial Court	128	19	34	32	N/A
Grand Bank Court Facility	662	29	25	20	N/A
Gander Court Facility	439	25	90	77	N/A
Grand Falls-Windsor Court Facility	377	40	73	68	N/A
Corner Brook Court Facility	829	37	176	175	651
Stephenville Provincial Court	758	23	104	144	N/A
Happy Valley-Goose Bay	2,620	18	491	368	N/A
Wabush	68	5	15	12	N/A
Total	**13,224**	**551**	**2,637**	**2,363**	**5,842**

[1]Those brought into custody on an outstanding warrant or under the authority of the *Court Security Act*.

[2]Those brought to the Sheriff's Office to be held in custody by policing agencies.

Judgment Enforcement Branch

The Office of the High Sheriff enforces various judgments of the courts. Judgments are tracked using the on-line electronic "Judgment Enforcement Registry". Individuals or organizations that have a need for 24/7 access can apply to the Office of the High Sheriff. In fiscal 2014-15, the Judgment Enforcement Branch collected $2.8 million in trust funds and an additional $1.8 million in fees that were paid into the consolidated revenue fund.

2014-15 Judgment Enforcement Statistics (Operations)

Judgment Enforcement Registration
Number of Judgments

April 1, 2014 to March 31, 2015

Type of Registration	Quantity
Small Claims	683
Wage Claim	18
Support Order	581
Notice of Judgment	7,023
Possession Order	77
Ship Arrest	5
Other Order	3
Total	**8,390**

Judgment Enforcement Registrations
Number of Registrations by Source of Entry

April 1, 2014 to March 31, 2015

Source	Quantity
Sheriff's Office	705
Remote User (Website)	722
Small Claims Court (Remote)	677
Fines Administration (Remote)	6,079
Advanced Education & Skills (Remote)	188
Labour Relations Agency (Remote)	19
Total	**8,390**

Registered Remote Clients
Judgment Enforcement Registry and
Supreme and Provincial Court E-Filing

As of March 31, 2015

Client Category	Number of Clients	Number of Users
Government Departments	19	114
Registered External Remote User	603	1,266
Provincial Court Small Claims	11	33
Sheriff's Office	2	17
Total	**635**	**1,430**

*Note: A 'client' can be an individual or organization, and an organization can have more than one 'user'.

2014-15 Jury Statistics

Number of Jury Trials by District		
April 1, 2014 to March 31, 2015		
District	Trials	
	Scheduled	Proceeded
Corner Brook	2	2
Gander	2	1
Grand Bank	5	3
Grand Falls-Windsor	3	0
Happy Valley-Goose Bay	0	0
Labrador City-Wabush	1	0
St. John's	14	4
Total	**27**	**10**

Service of Jury Summonses	
April 1, 2014 to March 31, 2015	
Summonses	Regular Mail
Issued	7,842
Served	6,732

Fish and Wildlife Enforcement Division

The Fish and Wildlife Enforcement Division (FWED) is responsible for the enforcement of provincial and federal laws and regulations relating to the province's fish and wildlife resources. Primary efforts are directed towards illegal and organized poaching activity. FWED responsibilities include protecting fish and wildlife from over harvesting and poaching, enforcing legislation relating to all-terrain vehicles and snowmobiles, and protecting endangered species and wilderness reserves.

Highlights of key activities in 2014-15 included:

Occupational Health and Safety

FWED continues to make occupational health and safety a priority. FWED has invested heavily in officer, staff and supervisory training in this area.

Enforcement Efforts 2014-15

FWED Officers were very busy working nights, evenings, and weekends, depending on the investigation and the season. Enforcement efforts continued in Labrador to protect threatened caribou populations.

In total, FWED received 660 complaints of illegal activity and issued 1,508 charges. The number of violations doubled in 2014-15 from the 2013-14 fiscal year.

Complaints in 2014-15		
Type	#	% of total
Fishing	274	41.5
Big Game	224	33.9
Small Game	66	10.0
Firearms	48	7.3
ATV/Snowmobile	18	2.7
Other	30	4.6
Total	**660**	**100**

Violations in 2014-15		
Type	#	% of total
Fishing	262	17.4
Big Game	120	7.9
Small Game	181	12
Firearms	257	17
ATV/Snowmobile	684	45.4
Other	4	0.3
Total	**1,508**	**100**

2013 Wildlife Officer of the Year Award

On September 28, 2014, Officer Blair Barnes of the Grand Falls-Windsor Detachment received the "2013 Newfoundland and Labrador Wildlife Enforcement Officer of Year" Award. The award formally recognizes an officer within FWED who stands out amongst his or her peers and exemplifies high standards of work and dedication. Officer Barnes is also the recipient of the "2013 Shikar-Safari Club International Wildlife Officer of the Year" Award. The Shikar-Safari Club International is recognized worldwide for its efforts in the protection, enhancement and preservation of wildlife, and the club presents the award annually to wildlife enforcement officers in Canada and the United States.

Community Involvement and Outreach

During the past fiscal year, FWED launched a Twitter account (@FWE_GovNL). FWED continued to operate and maintain a website (www.stoppoaching.ca), as well as a 24/7 poaching complaints telephone line (1-877-820-0999) for public tips.

FWED continued to be involved in a variety of community events and groups, including the Law Enforcement Torch Run, Special Olympics Provincial Winter Games, Cop on Top, Police and Peace Officers Ceremony, Law Enforcement Torch Run Polar Plunge, various Christmas Parades, as well as numerous presentations to school and user groups.

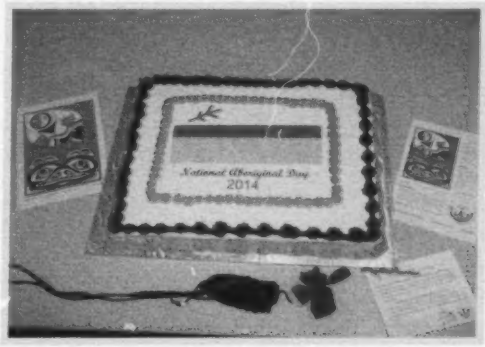
Corrections and Community Services Division – Adult Corrections (Secure Custody)

Adult Corrections is responsible for five correctional facilities and two detention centres, which provide services and programs for sentenced, remanded and detained offenders.

The following provides information on some of the key activities during fiscal year 2014-15:

- All correctional centres offered addictions and adult basic education programming. General Educational Development (GED) was achieved and 200 certificates were awarded for successful completion of construction safety courses.
- Videoconferencing was utilized for visits, intervention, assessments and court appearances. This technology is important in improving access and safety.
- All escort vehicles were equipped with GPS devices and cameras.
- Many institutional staff and management are involved in worthwhile community charities such as the Heart and Stroke Foundation, Salvation Army Christmas Kettle Drive, Special Olympics, Scouts and Hockey Associations, as well as, families in need.
- The Bishops Falls Correctional Centre (BFCC) Shop Program, working under the theme "Giving Back to the Community", assisted with many community projects which included: a snow sculpture for the Bishops Falls Lion's Club; the Exploits Trail-net brush clearing; work assignments at the Violence Prevention South and Central Office in Grand Falls-Windsor; and a donation of 700 lbs. of potatoes and 100 lbs. of turnip to the local food bank though a successful Garden Program. As well, cabbage, celery, rhubarb and lettuce were donated to Church groups and families in the area.

- An employment fair entitled "Workin' It" was held at Her Majesty's Penitentiary (HMP) and included 30 community partners and 15 booths.
- Adult Corrections has implemented innovative "alternative programming" including T'ai Chi Chih, Book Club, Guitar Lessons, and Yoga to promote inmate health and well-being.
- A Mental Health Awareness Fair was held at HMP for inmates. It involved several presentations including Coping with Anxiety, Mental Health and Addiction, Mind and Body Health, and Practicing Mindfulness. Many partner organizations participated.
- Annual celebrations in honour of Aboriginal Day were held at the Labrador Correctional Centre (LCC). Some of the events included the lighting of the kudlik by Inuit elder Mary Ann Doucet, a tribute to Winston White who was also an Inuit Elder, performances by local Aboriginal performers, official opening of Sarah's Tent of Hope, a variety of Aboriginal games, as well as a lunch of traditional foods.



- The LCC continued the garden/green project which includes gardening and recycling within the institution. In 2014-15, the harvest of the garden was donated to Perrault Place Tenants' Association.
- The Newfoundland Aboriginal Women's Network facilitated a workshop on Domestic Violence for inmates at the Newfoundland and Labrador Correctional Centre for Women (NLCCW). The full day workshop consisted of a smudging, traditional drumming, traditional songs, and a talking circle. Examples of other NLCCW inmate programs included "Self Care Services" and Canine Handler program.

Staff Training

- Respectful Workplace Training was delivered to 33 staff from HMP and NLCCW and in-house training resources were developed.
- Managers and 77 Correctional Officers participated in Mental Health First Aid Training.
- The Recovery Model Approach for inmates and clients has been developed through new curriculum and training in conjunction with Consumers Health Awareness Network Newfoundland and Labrador (CHANNAL) and Health and Community Services. Adult Corrections staff/managers, Unit Managers, Assistant Superintendents as well as representatives from Adult Probation and Youth Corrections attended.

Wellness Committees

Adult Corrections is committed to wellness within the organization and wellness committees now exist in the majority of facilities.

New Recruits

This year, a Correctional Officer Recruit Training Program (CORT) was facilitated in Happy Valley-Goose Bay and St. John's. This was the first offering in Labrador.

In St. John's, there were 23 graduates; and in Happy Valley-Goose Bay there were seven graduates.

Programming

Adult Corrections offers a variety of therapeutic programming opportunities for people incarcerated within the facilities. While not exhaustive, some of the highlights include:

Programming	# of Participants
Federal Integrated Correctional Program Model	64
In-reach mental health services	25
Moderate intensity substance abuse	58
Sex offender intervention	18
Addictions treatment (group)	295
Impaired driving workshop	56
Trauma Program at NLCCW	10*

**completed; however, there was ongoing intake so there were more active participants.*

Corrections and Community Services Division - Newfoundland and Labrador Youth Centre

The Newfoundland and Labrador Youth Centre (NLYC) is the only secure custody facility for youth in the province. Treatment services are delivered by an interdisciplinary team, using individual, family, and group counselling. A community-based Pre-Trial Services Program is also offered in St. John's to provide bail supervision and youth diversion programs.

During fiscal year 2014-15:

- A new part-time contractual Art Therapist was successful in helping youth express emotions through sketching, paintings, music, leather working, etc.
- NLYC teachers are educated on First Nations and Inuit culture and issues. Residents learned how to make items including hand drums, medicine bags, moccasins, jewelry, and dream catchers. The NLYC celebrated Aboriginal events.
- NLYC academic staff promoted healthy living in the curriculum through physical education and wellness education classes, as well as opportunities for healthy living outside of the school schedule.
- The St. John's Native Friendship Center led First Nations and Inuit Games for residents and staff members.

- Special guests are often invited to the NLYC to speak with the youth. In the past year the following people have spoken with residents at the Centre:
  - Bob Piercey – Fish Friends Environmentalist
  - Captain Robert MacKenzie – Nine Wing Gander
  - Hilary Rielt – Innu Educator
  - Jenelle Duvall – Mi'kmaq Educator
  - Susan Orlik – Inuit Educator
  - Anne Pickard-Vaandering – Art Without Borders
  - Nicki Shanks – Kids Eat Smart Foundation
  - Greg Froude – Geologist
  - Lieutenant Craig Leudee – Afghanistan Veteran
  - Blair Lane – Religious/Country Singer

Training

Professional development occurred to support best practices in youth secure custody, including:

- Relationship-Based Strengths Approach;
- Responsive Leadership;
- Trauma Responses;
- Cultural Awareness Training;
- The Recovery Model Training;
- Youth Justice Forum;
- Applied Suicide Intervention Skills Training (ASIST); and
- Managing Aggressive Behaviour.

Key Statistics

- There were 46 participants in the Pre-Trial Services Program.
- The average daily population at NLYC was 8.49

Type of Admission	#
Overnight Arrest Admissions	125
Total Remand Admissions	88
Secure Custody Admissions	22
Other Admissions	4
Total admissions (involving 84 individual youth)	**239**

Corrections and Community Services Division – Victim Services

Victim Services provides support to victims of crime in the criminal justice system. Key activities during fiscal year 2014-15 included:

- A public awareness campaign with radio and television ads;
- Staff attending a workshop entitled "Responsive Leadership Training"; and
- Participation in federal government planning for the Victims of Crime Bill of Rights.

Referrals received by Regional Offices in 2014-15:

Location	#
Carbonear	388
Clarenville	329
Corner Brook	147
Gander	325
Grand Falls-Windsor	383
Happy Valley-Goose Bay	488
Marystown	203
Nain	122
Port Saunders	130
St. John's	2,588
Stephenville	402
Total	**5,505**

Corrections and Community Services Division – Adult Probation

Probation is a court-imposed, community-based sentence, designed for offenders who require supervision, control and counselling. Adult Probation is responsible for the following:

- Providing pre-sentence reports to assist the court in determining the most appropriate sentence in a specific case; and
- Administering community-based sentencing alternatives through which the courts may satisfy a range of sentencing objectives, including: Community Supervision; Community Service Order Programs, in which offenders are ordered by the court via a probation order to perform a specified number of non-paid hours of work for a non-commercial community-based agency; and compensation enforcement or monetary payment by an offender for actual loss or damage to property as a result of an offence.

In 2014-15, there were 635 requests for pre-sentence reports.

Admissions to the Adult Probation System	
April 1, 2014 to March 31, 2015	
Admission Type	**#**
Probation Order	423
Conditional Sentence	1,381
Total	**1,804**

Family Justice Services Division

The Family Justice Services Division (FJS) assists families in resolving separation and divorce issues. It emphasizes the best interest of children and promotes dispute resolution outside the Court process. Family Justice Services provides the following services:

- Parent Information Sessions on family law and parenting after separation;
- Dispute resolution in cases of custody, access, and child support;
- Counselling services for children and their families as determined by FJS; and
- Recalculation of Child Support.

Family Mediation Canada (FMC)

Newfoundland and Labrador was very pleased to be the host site for the Family Medication Canada (FMC) Annual General Meeting and conference in the Fall of 2014. The conference, entitled "Advanced Strategies for Supporting Parents during Separation", stimulated interest and commitment to continuous learning in the field of family mediation in Newfoundland and Labrador. Thanks to the support of FMC and the Department of Justice and Public Safety, nine Family Justice Services staff joined other conference participants to focus on mediation skills and strategies. The conference was a great opportunity for group discussion, as well as collaboration and networking amongst the participants who all shared a keen interest in family mediation.

Evaluation

FJS has been collaborating on federal research initiatives through the Coordinating Committee of Senior Officials. FJS is currently engaged in an evaluation project with Justice Canada that entails obtaining feedback from consumers via the Parent Information Survey and the Mediation Exit Survey, as well as a consent form that allows FJS clients to be contacted by Justice Canada for a future on-line survey. All are intended to solicit feedback from clients of the program to improve service delivery.

Staff/Management Development

FJS staff have had the opportunity to attend various sessions throughout the year, including:

- Webinars from Family Mediation Canada on child support;
- Occupational Health and Safety sessions;
- Workshops focused on self-care, conflict management and problem solving;
- Mental Health First Aid;
- Sessions through Newfoundland and Labrador Association of Social Workers (NLASW) on Children and Youth Suicide, file documentation, and theoretical frameworks;
- Mental Health, Addictions and Court offered through the Canadian Bar Association; and
- Workshop on Coaching, as well as the Certified Service Management Program offered through the Center for Learning and Development.

Community Collaboration Through Group Work

FJS staff in the cities of Corner Brook and St. John's partnered with Blomidon Place (Western Health) and a local school (Paradise Elementary) to offer "It's Okay". This is a support group for parents and children experiencing separation and divorce. Two groups ran simultaneously; one for children and the other for their parents. Topics included: understanding divorce; new family members; learning how the court system works for families; nurturing self-concept and self-esteem; and learning how to cope with feelings and situations related to separation and divorce. Surveys collected from child and adult participants received positive feedback.

Collaboration with Public Legal Information Newfoundland & Labrador (PLIAN)

FJS has also been collaborating with PLIAN. The first project will be the creation and delivery of family law information sessions, and the second will be a multi-media project that will include an interactive PLIAN website. Both projects focus on children and youth. FJS is very excited about these projects and the continued partnership with PLIAN, which have been made possible through federal funding to PLIAN.

Funding

FJS received funding from the Department of Justice Canada under the Family Justice Initiatives of the Supporting Families Fund. This contribution supported the delivery of services and programs of Family Justice Services throughout the province.

Parent Information Sessions

FJS provided 146 parent information sessions across the province. These sessions entitled "Living Apart....Parenting Together" provide information that helps parties to make careful and informed decisions for the best interests of the children. Topics include: services offered by FJS; the separation experience from both the child's and parent's perspective; communication; as well as general family law information related to custody, access and child support orders.

Community Information Sessions/Contacts

FJS staff had contact with and provided information about FJS to a number of groups including: Judiciary, court staff; Legal Aid; Janeway Family Centre; articling clerks; Child, Youth and Family Services; Women Centres; Choices For Youth mothers' group; Nunatsiavut Department of Health and Social Development; Nunatukavut,;and Innu Nation. In addition, FJS attended the Women's Centre luncheon in Happy Valley-Goose Bay and had contact with the Aboriginal Service Center, Elementary and Middle Schools and Behavior Management Services in Labrador City and Happy Valley-Goose Bay.

Civil Division

The Civil Division is government's law firm, providing legal advice to all government departments and representing government in court and before administrative tribunals. In the Civil Division, there are 39 lawyers in four units: the Family Litigation Unit; the Central Agencies Unit; the Corporation Commercial Unit; and the Litigation Unit.

Family Litigation Unit

There are 10 lawyers in this unit including the manager. Solicitors are based in St. John's and provide services to the Department of Child, Youth and Family Services (CYFS). Additional members of the Unit are embedded in CYFS locations in Corner Brook, Happy Valley-Goose Bay, and Grand Falls-Windsor. Services provided by this unit include representing regional directors of CYFS in matters of child protection and family services throughout the Province. The increasing complexity of files, the reorganization of the Department of CYFS, and changes to underlying legislation have all required an expansion of this Unit in recent years.

Litigation Unit

The Litigation Unit handles civil litigation in which the Province is a party either as a defendant/respondent or as a plaintiff/applicant. There are seven lawyers in this unit including the manager. A wide range of files are litigated ranging from complex class actions and Charter challenges in the Supreme Court-Trial Division to more routine matters and debt recovery in Provincial Court. The Litigation Unit handles civil appeals before all levels of court, including the Supreme Court of Canada. The members of the unit also appear in Federal Court, before administrative tribunals, and before inquiries. Members of the litigation Unit frequently attend discoveries with government employees in matters where the Province is not a party, and they regularly provide strategic advice to departments in contemplation of litigation. During the 2014-15 year, the Unit was responsible for 690 litigation files of which 126 were opened during the year and 65 were closed. Settlements totaled $1,919,796.

Corporate Commercial Unit

The Corporate Commercial Unit has 10 members including the manager, and currently provides commercial legal advice generally and to the departments of Finance, Service NL, Transportation and Works, Business, Tourism, Culture and Rural Development, Natural Resources, Advanced Education and Skills, Environment and Conservation, Municipal and Intergovernmental Affairs, Fisheries and Aquaculture, Government Purchasing Agency, and Office of the Chief Information Officer. Demand for commercial and specialized commercial legal services has been increasing due to complex projects and increasing reliance by departments on corporate legal services. Over the past year, counsel have been engaged in providing advice in support of:

- Trade and procurement issues;
- Mining projects, including Voisey's Bay development agreements and the proposed Julienne Lake iron ore project;
- Newfoundland Green Fund advisory services;
- Lower Churchill (Muskrat Falls project);
- Amendments to the *Atlantic Accord Act*;
- Public Service Pension Plan amendments;
- ATIPPA review; and
- Province-wide 911 services.

Central Agencies Unit

The Central Agencies Unit provides specialist legal services to all government departments in the areas of constitutional, Aboriginal and human rights law and a full range of legal services to the Departments of Advanced Education and Skills (Post-Secondary Education), Child, Youth and Family Services, Education and Early Childhood Development, Environment and Conservation, Health and Community Services, Justice and Public Safety, Municipal and Intergovernmental Affairs (Intergovernmental Affairs), Service NL (Motor Vehicle Registry), and Business, Tourism, Culture and Rural Development (including The Rooms Corporation), as well as the Labour Relations Agency, Labrador and Aboriginal Affairs Office, Office of Climate Change and Energy Efficiency and the Public Service Commission. There are 12 lawyers in this unit including the manager.

Highlights of the year include:

- Work on amendments to the *Highway Traffic Act* (e.g., requiring bicycle helmet use, and on driving in a roundabout);
- Justice and Public Safety (Continuing Committee of Officials on Human Rights) - Prepared NL input for Canada's appearances before the United Nations on International Human Rights Conventions, to which Canada is a signatory;
- Justice and Public Safety Policy Division – assistance with contracts with the Sheshatshiu Innu First Nation Band Council to provide justice related services, and a tripartite agreement with Canada and Miawpukek First Nation (Conne River) to provide a sentencing healing program;
- Human Rights – provided legal assistance to various departments to respond to human rights complaints filed against them. Only one complaint was referred to a Board of Inquiry following a judicial review by the Supreme Court, Trial Division;
- Municipal and Intergovernmental Affairs (Crown Lands Administration Division) - provided advice to the Committee reviewing the *Lands Act*;
- Environment and Conservation (Parks and Natural Areas Division) - participated in negotiations with Canada on the creation of another national park in Labrador in the Mealy Mountains;
- Education and Early Childhood Development - Implementation of *Child Care Act* and development of Regulations, legal advice regarding policy and standards, and implementation of the Early Childhood Learning Framework;
- Constitutional - provided advice on a wide range of proposed legislation; reviewed Notices of Constitutional Question from all levels of courts; and assisted in constitutional litigation matters; and
- CYFS - Legal policy work and assistance to support the enactment of the *Adoption Act, 2013* (proclaimed June 30, 2014).

Public Prosecutions Division

Public Prosecutions is responsible for prosecuting all *Criminal Code* offences and offences pursuant to provincial statutes. Prosecutors appear in every level of court in the province and in the Supreme Court of Canada. Legal opinions in criminal and criminal-related matters are provided to police agencies and other government departments by Public Prosecutions upon request.

In 2014-15, Public Prosecutions employed a total of 65 employees (71 per cent female and 29 per cent male). Of these 65 employees, 39 were Crown Attorneys (60 per cent female and 40 per cent male).

During fiscal year 2014-15, some highlights of activities included:

- Prosecutors attended various training initiatives related to criminal prosecutions, including an examination of the limits of forensic science and training focused on the conduct of homicide prosecutions. It is important for Prosecutors to participate in ongoing professional development opportunities, in order to remain current with changing legislation and case law.
- Presentations were delivered to various agencies and groups on the topics of domestic violence, the role of the crown attorney and the criminal process.
- Continued its partnership with the Ontario Crown Attorneys' Association to participate in the comprehensive educational program which the Association delivers annually. This fiscal year, 21 Prosecutors attended this program.
- Public Prosecutions participated in meetings of the Coordinating Committee of Senior Officials (Criminal Justice), to conduct analysis of and make recommendations on criminal justice policy issues of joint concern to the Federal, Provincial and Territorial governments.
- Two Prosecutors attended the French Language Legal Training Conference offered by the Centre Canadien de Français Juridique. Public Prosecutions now has three bilingual Crown Attorneys.

Fines Administration Division

The Fines Administration Division is responsible for the processing, billing and collection of:

- fines imposed by the Provincial Court of Newfoundland and Labrador;
- fines issued by a ticket and related penalties and surcharges;
- on a fee for service basis, traffic tickets for third parties, including municipalities, hospitals, university campuses and colleges; and,
- fines collected by the Provincial Court of Newfoundland and Labrador which become overdue.

The Division provides the public with the ability to pay tickets and fines in person, online, through the mail and through a 24 hour telephone service (if payment is by MasterCard or VISA). The Division's collection unit is responsible for collection of overdue fines. Clients who are unable to pay all of their fines immediately can work with collection staff to find a suitable payment arrangement.

During the fiscal year 2014-15, Fines Administration:

- Continued efforts to improve collection of outstanding fines;
- Completed work on its website to provide readily available information on-line to educate the public about the Division's contact information, details of basic operations, frequently asked questions and answers, and details of how to pay fines;
- Completed work towards the establishment of Central Web Receipting to allow for on-line payments to make it easier for people to pay fines; and
- Began a cross-jurisdictional review to identify best practices in collections utilized by other provinces.

Other collection activities in 2014-15 included:

- $10.2 million in fines was collected, of which $8.4 million was provincial revenue and $1.8 million was collected on behalf of third parties (i.e. City of St. John's and Memorial University);
- $747,908 was collected in Provincial Victim Fines Surcharges, from automatic assessment on Summary Offence Tickets, as well as imposition in court;
- $755,876 was collected in Late Payment Penalties, which are assessed on all overdue fines; and
- $1,095,100 was collected using the process of filing fines with Canada Revenue Agency.

Did You Know?

Fines Administration Division keyed a total of 161,566 fines and tickets in 2014-15.

Support Enforcement Division

The Support Enforcement Program performs a number of services related to the collection and distribution of court-ordered funds for support, maintenance or alimony. The authority for the establishment of the agency lies under the *Support Orders Enforcement Act, 2006*.

During fiscal year 2014-15, the Support Enforcement Division:

- Collected $39.2 million in support payments ($532.2 million has been collected by the Support Enforcement Program since its inception);
- Issued 92,186 support cheques, 89 per cent of which were issued by electronic funds transfer;
- Had 6,659 active cases registered at year end;
- Processed 3,348 Support Orders; 2,744 under the *Family Law Act* and 478 under the *Divorce Act* and 112 under the *Interjurisdiction Support Orders Act*;
- Had 62,989 web portal visits. Of these, 54,699 visits were by the creditor, 3,691 visits were by the debtor and 4,599 visits were by reciprocating jurisdictions; and
- Had received and responded to 2,216 web portal text messages.

Office of the Legislative Counsel

The Office of the Legislative Counsel is responsible for the provision of legislative drafting services to government and, in conjunction with the Office of the Queen's Printer and the House of Assembly, the publication and dissemination of the legislation of the province.

The Office of the Legislative Counsel produced the 40 pieces of legislation which passed through the Legislature from April 1, 2014 to March 31, 2015, affecting the provincial statutes and regulations as follows:

- Eleven new Acts were introduced;
- 89 Acts and 12 regulations were amended; and
- 12 Acts or subordinate legislation were repealed.

One hundred and seven pieces of subordinate legislation were produced and published in the Gazette as follows:

- 11 proclamations;
- 48 amending pieces of subordinate legislation;
- 17 new orders;
- Five new planning areas;
- Two Feasibility Reports;
- Seven Notices;
- 14 new regulations; and
- Three new Water Supply Areas.

Did You Know?

- The Provincial Government currently has 391 Consolidated Statutes and 1,568 Consolidated Regulations
- Legislative Counsel's website received 1,118,113 hits last year.

Mission

The mission statement identifies the priority focus areas of the Ministers over two planning cycles. The timeframe covered by the current mission statement is 2011-17. It represents the key longer-term results that the Ministers will be looking towards in moving forward on the strategic directions of government. The statement also identifies the measures and indicators that demonstrate progress towards the achievement of the mission. Given the role the Department of Justice and Public Safety plays in society, it is critical that it ensures the public has the utmost trust and confidence in the services it provides and the professionals who provide them. During the next three years (second planning cycle), the department will:

- enhance responses to organized crime, drug trafficking, child exploitation and intimate partner violence;
- implement enhancements to court security;
- focus on fostering a workplace that supports gender equity; and
- address workforce issues through enhanced outreach activities.

Mission Statement:

By March 31, 2017, the Department of Justice and Public Safety will have enhanced services and responses to improve public protection and access to justice in a manner that is sensitive to the diverse needs of its clients.

Measure: Enhanced services and responses

Indicators:

- Quality of select service areas enhanced
- Targeted professional development opportunities provided
- Resource efficiencies achieved
- Diverse needs addressed
- Oversight and accountability processes enhanced, as appropriate

Strategic Directions

Strategic directions represent the desired outcomes that the government works towards and which may require combined effort. These directions usually come from platform documents, Throne and Budget speeches, policy documents, and communiqués and public commitments. The department is required by legislation to incorporate these directions into the strategic planning process to ensure key commitments are being advanced and met. For this planning cycle, the Strategic Directions applicable to the Department of Justice and Public Safety are:

Strategic Direction 1: Public Protection, Order and Safety

Strategic Direction 2: Access to Justice

Strategic Direction 3: Public Trust and Confidence

For the full version of the strategic directions please see Appendix B.

Issues

Within the overall context of our strategic directions, focused strategic issues are identified for action. As this plan clearly demonstrates, these issues do not represent the total of all actions and efforts of the Department of Justice and Public Safety. However the strategic issues have articulated goals, objectives and associated measures and indicators. They must be able to be met within the department's authority, funding, resources and mandate. This section focuses on the 2014-17 strategic issues for the Department of Justice and Public Safety.

Issue 1: Community Safety

Issue 2: Enhancements to the Office of the High Sheriff

Issue 3: Gender Equity

Issue 4: Strengthened Workforce

Issue 1: Community Safety

The Department of Justice and Public Safety is committed to ensuring the safety of communities. Through the dedicated policing services of the RNC and the RCMP, the department will continue to focus efforts on addressing organized crime, drug trafficking, child exploitation and intimate partner violence.

The Combined Forces Special Enforcement Unit - Newfoundland and Labrador (CFSEU-NL) is dedicated to addressing organized crime, drug trafficking and child exploitation. Over the three years of the planning cycle, in addition to its ongoing operations, the CFSEU-NL will enhance public education and awareness, particularly regarding child exploitation.

Additional resources will be added to our police forces. New policing positions will be implemented to develop an integrated policing initiative to address the serious issue of intimate partner violence. The involvement of both the RNC and RCMP will enable a comprehensive provincial plan. The Police Studies Program at Memorial University will endeavour to expand class size for additional RNC recruits. This will help to ensure a strong and stable police force.

This focus supports the strategic direction entitled Public Protection, Order and Safety.

Goal 1:

By March 31, 2017, the Department of Justice and Public Safety will have implemented initiatives that enhance community safety.

Measure: Initiatives to enhance community safety implemented

Indicators:

- Responses to organized crime, drugs, child exploitation and intimate partner violence enhanced
- Community partnerships enhanced
- Community engagement enhanced
- Youth engagement enhanced
- Additional police resources hired

Objective 1.1:
By March 31, 2015, the Department of Justice and Public Safety will have enhanced its capacity to address organized crime, drugs, child exploitation and intimate partner violence.

Measure: Capacity to address organized crime, drugs, child exploitation and intimate partner violence enhanced

Indicators:	Actual Results:
Increased recruitment to the Police Studies Program at Memorial University	With additional government funding, the class size for 2014-15 was expanded from 21 to 31 cadets.
Enhanced RCMP resources in targeted areas	The RCMP received dedicated funds for targeted areas and established a new position in Sheshatshiu, and four new positions for Happy Valley-Goose Bay to assist with the requests for service in these areas.
Implemented an integrated RCMP/RNC policing model for intimate partner violence	The RCMP and RNC each had an additional police officer and a crime analyst added to implement the integrated Intimate Partner Violence Initiative. This includes enhanced partnerships with organizations working in this area, assisting with curriculum development and delivery on this issue to police officers and social workers, enhanced internal reviews of investigational files for policy compliance and improved service delivery, and enhanced guidance to officers in the field. The RCMP has assigned a member as the Family Violence Coordinator in each detachment in the province as a key contact.
Enhanced community partnerships	Community partnerships were enhanced through a new school-based program called CSI (Cyber Safety Information) involving separate sessions to students and parents. The RNC delivered sessions to 2,256 students on the island and in Labrador. Additionally, the RNC identified a liaison officer to enhance partnerhsips with the LGBTQ community.
Enhanced capacity and supports to CFSEU-NL	Additional funding of $527,500 enabled additional enforcement projects and activities through the Combined Forces Special Enforcement Unit - Newfoundland and Labrador. This included an additional RCMP position. Several significant investigations occurred in 2014-15 with the following results: ▪ 23 arrests; ▪ 82 charges; ▪ $110,000 in cash seized; ▪ $1.3 million in drugs seized; and ▪ 10,000 cigarettes seized.

Objective 1.2:

By March 31, 2016, the Department of Justice and Public Safety will have implemented initiatives to further enhance its response to organized crime, drugs, child exploitation and intimate partner violence.

Measure: Response to organized crime, drugs, child exploitation and intimate partner violence further enhanced.

Indicators:

- CFSEU-NL will have implemented targeted initiatives to intercept organized crime, drugs and child exploitation
- Enhanced supports for victims of domestic violence implemented

Issue 2: Enhancements to the Office of the High Sheriff

In June 2013, the Government announced an external review of the Office of the High Sheriff. The review was completed by retired Inspector Leigh DesRoches, a 42-year veteran with the RCMP, and was released publicly in March 2014. All 16 recommendations contained in the report have been accepted by Government and are to be phased-in over three years. Investments are being made in staffing levels, organizational improvements and enhanced security measures.

The main focus of year 1 implementation was staff recruitment and enhancing security at many court facilities. An eight week Training Course for new recruits commenced in November 2014 with recruits graduating in January 2015. A new position of Manager of Court Security (Central Region) located at Gander was successfully filled in Fall 2014. Of great significance was the introduction of Point of Entry Screening processes at the Family Division in St. John's and the Danny Williams Building in Corner Brook. Many other Court facilities throughout the province received new or enhanced interior/exterior surveillance systems and associated security enhancements.

This focus supports the strategic direction entitled Public Protection, Order and Safety.

Goal 2:

By March 31, 2017, the Department of Justice and Public Safety will have implemented the recommendations contained in the external review of the Office of the High Sheriff using a phased-in approach.

Measure: Recommendations contained in the external review of the Office of the High Sheriff implemented

Indicators:

- Staffing levels increased in select areas
- Organizational improvements implemented
- Enhanced security measures implemented

Objective2.1:

By March 31, 2015, the Department of Justice and Public Safety will have implemented phase 1 of the recommendations of the external review of the Office of the High Sheriff.

Measure: Phase 1 recommendations implemented

Indicators:	Actual Results:
Staff recruitment requirements addressed	Staff recruitment requirements were addressed. Deputy Sheriff I and II competitions were completed and staff were hired in the following locations: St. John's, Harbour Grace, Clarenville, Gander, Grand Falls-Windsor, Grand Bank, Corner Brook, Wabush, Goose Bay, and Stephenville. A new Regional Court Security Manager was also hired. The staffing enhancements supported the recommended organizational structure from the review.
Staff engagement and communications enhanced	Staff engagement and communications were enhanced. A regular meeting schedule was implemented for the High Sheriff and all three managers in the province. A series of status updates were initiated for staff on various issues. Management also identified other ways to enhance staff engagement, including the expansion of access to videoconferencing capabilities for all Deputy Sheriff II's province-wide.
Safety enhanced through improvements to equipment and infrastructure	Various security enhancements were made at court locations throughout the Province. This included equipment and infrastructure enhancements.
Point of Entry Screening for Supreme Court Family Division and Corner Brook court house implemented	Point of Entry Screening equipment was installed and processes successfully implemented at both the Supreme Court - Family Division in St. John's and at the Corner Brook Court House.

Objective 2.2:

By March 31, 2016, the Department of Justice and Public Safety will have implemented phase 2 of the recommendations of the external review of the Office of the High Sheriff.

Measure: Phase 2 of the recommendations of the external review of the Office of the High Sheriff implemented

Indicators:

- Implemented perimeter security screening for Supreme Court Trial Division in St. John's
- Enhanced safety and security equipment, infrastructure and protocols at various court locations
- Established Information Management and Training/Organizational Development positions

Issue 3: Gender Equity

The Department of Justice and Public Safety will continue its efforts to mobilize the knowledge and expertise available through a more balanced and representational workforce. Gender equity contributes to a more diverse workforce, which fosters confidence and trust with the public. In recent years, the department has made significant progress towards increasing women's participation in areas of the workforce that have been traditionally male-dominated. At the beginning of this planning cycle (2014-17):

- 25 per cent of RNC uniformed services were women;
- 24 per cent of uniformed Correctional Officers were women; and
- 20 per cent of Deputy Sheriffs and Bailiffs were women.

Over the three years of the planning cycle, the department will further its work in this area by identifying and addressing barriers to ensure enhanced participation of women in these roles.

This focus supports the strategic direction entitled Public Trust and Confidence.

Goal 3:
By March 31, 2017, the Department of Justice and Public Safety will have expanded gender equity initiatives to support women's participation in non-traditional roles.

Measure: Gender equity initiatives expanded

Indicators:

- Initiatives to enhance gender equity implemented
- Responses to gender equity issues enhanced
- Progress towards gender equity assessed

Objective 3.1:
By March 31, 2015, the Department of Justice and Public Safety will have implemented initiatives to enhance gender equity.

Measure: Initiatives to enhance gender equity implemented

Indicators:	Actual Results:
Community of practice implemented to focus on and support gender inclusive approaches	A community of practice for gender equity in law enforcement was established with representatives from Fish and Wildlife Enforcement Division, Adult Corrections, RNC, RCMP, and Office of the High Sheriff. The committee will enable an enhanced understanding of this issue, promote shared best practices, and provide an ability to have meaningful discussions about lessons learned along the way. Each division that does not have a gender equity plan will be supported to develop key activities in 2015-16 and beyond.
Respectful workplace training plans and priorities developed	Respectful workplace training plans and priorities were developed. Adult Corrections developed training and implementation priorities for a Respectful Workplace Program (RWP) throughout provincial correctional facilities. Fish and Wildlife Enforcement Division has included respectful workplace training in its orientation program for all new recruits.
Respectful workplace training opportunities provided	Respectful workplace training opportunities were provided. Specifically: ▪ RNC delivered RWP frontline training to 60 individuals. The RNC policy requires participation in this training every three years. ▪ The RNC requires all cadets to participate in a two day RWP session as part of mandatory training. ▪ Adult Corrections delivered RWP training to 33 staff from HMP and NLCCW. ▪ FWED includes RWP in its Code of Conduct component of orientation sessions for new employees. ▪ Adult Corrections includes respectful workplace in its core curriculum for its Correctional Officer Recruit Training Program.
Targeted female recruitment initiatives implemented	The RCMP and RNC held female-only recruitment information sessions. RNC locations included St. John's, Corner Brook, Grand Falls-Windsor, Clarenville and Labrador West. In recognition of the 40th year of women joining the RCMP, the Commanding Officer participated in a female-only recruitment session.
Opportunities for staff input provided	The Superintendent of Prisons invited female Adult Corrections staff to participate in sessions to provide input into a gender equity plan for Adult Corrections. Sessions began in 2014-15 and will continue into 2015-16.

Objective 3.2:

By March 31, 2016, the Department of Justice and Public Safety will have enhanced its response to gender equity issues.

Measure: Response to gender equity issues enhanced

Indicators:

- RWP training expanded throughout Adult Corrections
- Additional female staff engaged in consultation sessions to inform Adult Corrections' gender equity plan for Corrections
- RWP plan developed by the Office of the High Sheriff
- Career opportunities for women promoted by FWED through high school presentations and career fairs.
- Female officers engaged by FWED in gender equity consultations
- Involvement of female officers in organizations such as the National Association of Women Wildlife Officers supported by FWED
- Joint planning promoted through the Gender Equity Committee for Law Enforcement Agencies

Issue 4: Strengthened Workforce

The Department of Justice and Public Safety recognizes that the key to achieving its mandate is a stable, highly skilled workforce. Over the next three to five years, a large number of employees will be eligible for retirement. In order to prepare for upcoming retirements, the department is taking a strategic approach to strengthening its workforce. It will accomplish this through progressive recruitment, professional development and retention practices. While the mandate of the Human Resource Secretariat encompasses all of government, the Department of Justice and Public Safety has a unique workforce in many ways, and has a strategic lead role to play.

This focus supports the strategic direction entitled Public Trust and Confidence.

Goal 4:

By March 31, 2017, the Department of Justice and Public Safety will have addressed workforce planning priorities.

Measure: Workforce planning priorities addressed

Indicators:

- Workplace engaged in outreach
- Training opportunities provided
- Outreach recruitment activities enhanced through innovation

Objective 4.1:
By March 31, 2015, the Department of Justice and Public Safety will have implemented initiatives to enhance outreach.

Measure: Initiatives to enhance outreach implemented

Indicators:	Actual Results:
Website and social media enhancements implemented	The RNC continued to build its social media presence. This was reflected in activities such as Twitter-based Chief Chats and Ride Alongs, as well as the release of the video "If You Can Serve, You Can Serve" which promotes diversity in the force. FWED launched its Twitter account which posts events, patrol and enforcement pictures, and provides a community outreach link. FWED continues to promote its website and its 1-800 poaching tips line. On a departmental level, social media activities have grown and all news releases are disseminated through the department's Twitter account. This is also a valuable mechanism for public feedback.
Career information enhanced	Career information was enhanced in 2014-15. The RNC held information sessions and distributed career information packages to Aboriginal and multicultural communities. An information session was also held at Holy Heart High School in St. John's. It also held recruitment sessions on the island and in Labrador. The RNC held a Coffee with Cops session to provide recruiting information to the LGBTQ community. Fish and Wildlife officers promoted protection and conservation, as well as career choices through education sessions delivered to students in K-12 and at the college level. Efforts are made to ensure female officers are visible in public events. The West Coast Correctional Centre participated at a career day at Appalachia High School in June 2014. Adult Custody also began the development of career information packages which will be completed in 2015-16.

Promotional materials developed and distributed	Promotional materials were developed and distributed. The RNC developed a video "If You Can Serve, You Can Serve" through its LGBTQ committee to celebrate and support diversity. The RNC has also developed an ad campaign including videos and a poster which provide information about a policing career. FWED has developed a poster series depicting the work and settings of its officers and identifying how the public can make contact.
Physical fitness testing preparation sessions developed and offered for individuals considering a career in areas with physical fitness requirements	Physical fitness testing preparations sessions were developed and offered for individuals considering a career in areas with physical fitness requirements. Specific efforts focused on women's participation, and during the fiscal year, 35 females attended preparation sessions for the physical aptitude testing for RNC applicants.

Objective 4.2:

By March 31, 2016, the Department of Justice and Public Safety will have implemented enhanced training and mentoring initiatives to support organizational growth and development.

Measure: Enhanced training and mentoring initiatives to support organizational growth and development implemented

Indicators:

- A new Correctional Officer Recruit Training Program offered outside St. John's
- Cadet training programs and curriculum reviewed by the RNC and Adult Corrections
- Follow up sessions facilitated with new recruits in various enforcement settings to promote engagement, assess training experiences, and promote leadership.

Opportunities and Challenges Ahead

Improved prosperity results in increased opportunities for organized crime. While the province is benefiting from greater economic growth, this prosperity also attracts organized crime, as witnessed this past year with the infiltration and the establishment of Outlaw Motorcycle Gangs (OMGs). Vigilant monitoring of groups who deal in these commodities will result in arrests and subsequent court action. There is zero tolerance for those who are willing to use violence and intimidation to promote their goals. New collaborative approaches through the Provincial Law Enforcement Committee promote joint planning, intelligence sharing, as well as coordinated and targeted strategies for serious crime.

Mental health is an important issue for criminal justice and family justice services. There are valuable opportunities for joint training, sharing of best practices, mutual protocol development and community partnerships to enhance our responses. While the primary focus is always the mental health of clients served by the department, there is also a need to promote and support the mental health of employees who do this challenging work every day.

The department is focusing on building a strong inclusive workforce, in light of large number of pending retirements across many sectors in the justice system. This provides opportunities to bring new energy and perspectives into our organization. Technology provides opportunities for outreach and communications that have not been previously available. This is particularly valuable in a province with such a large geographical mass and a dispersed population.

Crime Prevention and Community Safety is high priority for the Government of Newfoundland and Labrador. On January 23, 2015, the Honourable Paul Davis, Premier of Newfoundland and Labrador, announced appointments to the Premier's Advisory Council on Crime and Community Safety. The council is mandated to make recommendations to the Premier and the Minister of Justice and Public Safety to enhance community safety for all residents. These recommendations are expected by Fall 2015 and will help to inform future work of the department.

Violence against Aboriginal women and girls is a serious societal problem and is a priority at the national and provincial level. In the Fall of 2015, the Department of Justice and Public Safety will reach out to Aboriginal communities to begin a dialogue about how community responses to this issue can be enhanced. Furthermore, Budget 2015 committed to develop a culturally and regionally tailored model for a Domestic Violence Court for Labrador. Collaboration with Aboriginal stakeholders will be important to ensure that respect for the unique cultures and community needs is reflected in the development of such a model.

The year ahead will be a notable one as the department moves forward to meet its challenges through collaboration with its partners. Fiscal realities will challenge employees to work innovatively and efficiently. We look forward to enhancing the safety, security and well-being of the people of this ever-changing province, as we continue to provide the expected and deserved highest quality services to Newfoundland and Labrador.

Appendix A: Financial Statements

Expenditure and revenue figures included in this document are based on public information provided in the "Report on the Program Expenditures and Revenues of the Consolidated Revenue Fund for the Year Ended 31 March 2015" (unaudited).

The full report can be viewed at:
http://www.fin.gov.nl.ca/fin/publications/index.html

You can request a copy of the report by contacting:
Comptroller General's Office
P.O. Box 8700,
St. John's, NL A1B 4J6

Phone: 709.729.2341

Department of Justice and Public Safety Statement of Expenditure and Related Revenue for the Year Ended 31 March 2015 (unaudited)

			Estimates	
		Actual	Amended	Original
		$	$	$
1.1.01.	Minister's Office	332,544	399,100	383,300
1.2.01.	Executive Support	1,115,679	1,156,800	1,156,800
1.2.02.	Administrative and Policy Support	2,117,724	2,268,100	2,491,000
	Less Related Revenue (Provincial)	291,191	63,000	63,000
1.2.03	Legal Information Management	880,279	935,200	833,200
	Less Related Revenue (Provincial)	14,000	16,000	16,000
1.2.04.	Administrative Support (Capital)	707,500	752,500	612,500
1.3.01.	Fines Administration	915,100	933,500	971,200
	Less Related Revenue (Provincial)	789,750	700,000	700,000
2.1.01.	Civil Law	9,332,590	9,494,900	8,982,700
	Less Related Revenue (Provincial)	900	0	0
2.1.02.	Sheriff's Office	5,843,515	6,086,000	6,431,000
2.1.03.	Support Enforcement	920,940	971,000	971,000
2.1.04.	Family Justice Services	2,154,849	2,222,400	2,229,300
	Less Related Revenue (Federal)	0	361,500	361,500
2.2.01.	Criminal Law	7,228,852	7,425,100	7,461,900
	Less Related Revenue (Federal)	28,854	28,900	28,900
2.3.01.	Legal Aid and Related Services	16,097,270	16,098,600	15,595,600
	Less Related Revenue (Federal)	6,315,971	2,135,600	2,135,600
2.3.02.	Commissions of Inquiry	0	1,000	1,000
2.3.03.	Office of the Chief Medical Examiner	832,456	949,800	784,800

2.3.04.	Human Rights	686,136	727,100	859,600
2.3.05.	Office of the Public Trustee	623,590	641,100	697,100
	Less Related Revenue (Provincial)	682,397	320,000	320,000
2.4.01.	Legislative Counsel	463,843	469,000	468,000
3.1.01.	Supreme Court	4,824,048	5,015,500	5,279,300
	Less Related Revenue (Federal)	16,185	12,000	12,000
	Less Related Revenue (Provincial)	0	12,000	12,000
3.2.01.	Provincial Court	10,585,723	10,628,800	10,424,200
3.3.01.	Court Facilities (Capital)	0	25,000	450,000
4.1.01.	Royal Newfoundland Constabulary	49,874,046	50,751,100	50,189,300
	Less Related Revenue (Federal)	52,496	201,600	201,600
	Less Related Revenue (Provincial)	716,434	638,700	638,700
4.1.02.	Royal Canadian Mounted Police	71,137,199	71,273,100	71,523,100
	Less Related Revenue (Provincial)	59,413	78,000	78,000
4.1.03.	RNC Public Complaints Commission	317,692	339,400	304,400
4.1.04.	Royal Newfoundland Constabulary (Capital)	9,424,233	9,712,000	9,712,000
4.2.01.	Adult Corrections	36,971,711	37,323,000	33,911,900
	Less Related Revenue (Federal)	6,704,755	5,493,900	5,493,900
	Less Related Revenue (Provincial)	1,061,441	564,000	564,000
4.2.02.	Youth Secure Custody	5,008,164	5,292,300	5,312,700
	Less Related Revenue (Federal)	2,702,955	2,527,600	2,527,600
	Less Related Revenue (Provincial)	10,284	0	0
4.2.03.	Correctional Facilities (Capital)	403,294	650,000	1,000,000
5.1.01.	Fish and Wildlife Enforcement	6,344,711	6,586,200	7,080,800
Fire and Emergency Services - NL				
6.1.01.	Executive Support	1,094,021	1,099,600	1,045,600
6.1.02.	Fire Services	1,373,772	1,414,200	1,441,400
6.1.03.	Emergency Services	2,745,044	2,845,700	2,722,300
	Less Related Revenue (Federal)	750	0	0
	Less Related Revenue (Provincial)	1,575	1,500	1,500
6:1.04.	Disaster Assistance	855,418	881,200	1,291,400
	Less Related Revenue (Federal)	28,464,967	46,166,000	46,166,000
6.1.05.	Fire Protection Vehicles and Equipment	5,288,520	5,290,000	5,030,000
	Total Expenditures-Department of Justice and Public Safety	256,500,463	260,658,300	257,658,400
	Total Related Revenue	47,914,318	59,320,300	59,320,300
Total: Department		**208,586,145**	**201,338,000**	**198,328,100**

Appendix B: Strategic Directions

Strategic Direction 1:	**Public Protection, Order and Safety**
Outcome Statement:	Continuous improvement of public protection, order and safety for the people in Newfoundland and Labrador.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

	This Direction is addressed:			
Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	In the department's strategic plan	In the department's operational plan	In the branch/ divisional work plans of the department
Organized Crime, Drug Trafficking and Child Exploitation		✓		
Intimate Partner Violence		✓		
Corrections Legislation			✓	
Infrastructure				✓
Office of the High Sheriff		✓		

Strategic Direction 2:	**Access to Justice**
Outcome Statement:	Enhanced access to justice through ongoing innovations and efficiencies in the delivery of justice services.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

	This Direction is addressed:			
Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	In the department's strategic plan	In the department's operational plan	In the branch/ divisional work plans of the department
Office of the Public Trustee			✓	
Self-Represented Litigants			✓	
Family Justice Services				✓
Civil Division				✓
Legal Aid	✓			✓

Strategic Direction 3:	**Public Trust and Confidence**
Outcome Statement:	A justice and public safety culture that continues to ensure the trust and confidence of the people it serves.

This outcome supports the policy direction of government and will require systematic intervention in the following areas:

	This Direction is addressed:			
Components of Strategic Direction	Applicable to other Entities Reporting to the Minister	In the department's strategic plan	In the department's operational plan	In the branch/ divisional work plans of the department
Code of Conduct				✓
Gender Equity		✓		
Aboriginal Justice			✓	
Strengthened Workforce		✓		

Department of Justice and Public Safety
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Newfoundland Labrador